

2008-2009 PERFORMANCE PLAN – Sr. Investment Officer, Asset Allocation / Risk Mgmt. (F. Majeed)

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Quantitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
40%	Total Fund	Excess return in basis points relative to Total Fund Performance Benchmark. {SJ1CA1 – CPERST02}	-40 basis points = 0 0 basis points = 1.0 +20 basis points = 1.5
25%	Inflation-Linked Asset Class (ILAC)	Excess return in basis points relative to benchmark. {SX2CA1 – CPERSCP4}	0 basis points = 0 +30 basis points = 1 +50 basis points = 1.5
65%	Subtotal	Quantitative Measures	

Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
10%	Asset Allocation	Improve and develop methodology for active asset allocation decisions by developing relative valuation and other metrics and a systematic process.	From Schedule
5%	Currency	Continue currency discussion with IC and develop currency strategy for total fund in collaboration with the units by 12/31/08, subject to direction from CIO or IC.	From Schedule
5%	Risk Management	Direct Risk Management Unit to: 1. Develop and present risk reports to IC to monitor components of total fund risk. 2. Improve risk measurement and monitoring across the total fund and asset classes.	From Schedule
15%	Leadership	<i>Human Resources staff is working with the Interim Chief Investment Officer to develop the qualitative leadership performance measures which will be presented for second reading.</i>	From Schedule
35%	Subtotal	Qualitative Measures	
100%	Total	Quantitative and Qualitative Measures	